

A G R E E M E N T
by and between
CITY OF MONROE, WASHINGTON
and
THE MONROE POLICE OFFICER'S GUILD
(Representing the Law Enforcement Officers)

January 1, 2018 through December 31, 2020

THIS AGREEMENT is by and between the CITY OF MONROE, WASHINGTON, hereinafter referred to as the Employer, and MONROE POLICE OFFICER'S GUILD, hereinafter referred to as the Guild.

ARTICLE I RECOGNITION, GUILD MEMBERSHIP AND PAYROLL DEDUCTION

- 1.1 **Recognition** - The Employer recognizes the Guild as the exclusive bargaining representative for all full-time commissioned law enforcement officers of the City of Monroe Police Department, excluding supervisors, confidential employees and non-commissioned employees.
- 1.2 **Guild Membership** - It shall be a condition of employment that all full time employees of the Bargaining Unit covered by this Agreement shall within thirty-one days of their hire or the effective date of this Agreement, whichever is later, comply with the following provisions:
 - 1.2.1 Become members in good standing of the Guild and pay the dues and costs of Guild membership; or
 - 1.2.2 Pay to the Guild each month a fair share of the cost of the collective bargaining process, contract administration, and representation on matters pertaining to wages, hours and working conditions to the extent allowed by law.
 - 1.2.3 The right of non-association of employees based on bona fide religious tenets or teachings of a church or religious body of which an employee is a member shall be recognized. Such employee shall pay an amount of money equivalent to regular Guild dues and initiation fee to a non-religious charity mutually agreed upon by the employee and the Guild. The employee shall furnish written proof each month that such payment has been made or initiate and maintain a payroll deduction with the Employer, and the Employer shall ensure that the organization of choice is paid.
- 1.3 **Payroll Deduction** - The Employer shall deduct from the pay check of each employee who has so authorized it the regular initiation fee and regular monthly dues uniformly required of members of the Guild. The amounts deducted shall be transmitted monthly to the Guild on behalf of the employees involved. Further, the employer shall deduct from leave accounts of each employee who has so authorized it an amount of leave hours to be kept in a leave bank for use by Guild Officials for Guild Duties. The leave bank shall have a maximum amount of Two

Hundred and Fifty (250) hours. The Guild shall notify the employer to deduct additional hours as needed. Employees shall be allowed to use the hours for purposes approved by the Guild E-board as described in Section 1.6 of this Article. Authorization by the employees shall be on a form approved by the parties hereto and may be revoked by the employee on request. The performance of this function is recognized as a service to the Guild by the Employer.

- 1.4 **Probation** - New Guild employees shall be subject to a probation period of one (1) year. The probation period will commence with the employee's date of hire (lateral) or date of graduation from the academy (entry), during which period the employee will be evaluated by the Employer and may be subject to discharge without cause. The grievance procedure shall not be utilized to resolve disputes pertaining to discharge during the probation period.
- 1.5 **Pay Date** - Officers will receive their paycheck via direct deposit on the seventh (7th) of each month. If the 7th of the month falls on a weekend or a Monday holiday, the employee will be paid on the preceding Friday. The Employer may in the future move to a system of more frequent payroll cycles, such as a biweekly payroll cycle. In the event the Employer does move to a more frequent payroll cycle, the Employer agrees to give the Guild and the employees at least ninety (90) days' notice in writing.
- 1.6 **Guild Officials Time-Off** - Employees in the bargaining unit shall be granted time off with pay (Guild leave bank, vacation or comp time) while attending training events approved by the Guild Board, provided that.
- They notify the Employer in writing at least forty-eight (48) hours prior to the time-off period; and
 - The Employer is able to properly staff the employee's job duties during the time-off period; and
 - The wage cost to the Employer is no greater than the cost that would have been incurred had the Guild Official not taken time-off;
- 1.6.1 Guild Officials shall not transact Guild business while working on shift, which in any way interferes with the operation or normal routine of the department.
- 1.7 **Guild Notification** - Within seven (7) business days from the date of hire of a new employee, the Employer shall forward to the Guild the name, address, and telephone number of the new employee. The Employer shall promptly notify the Guild of all employees leaving its employment.
- 1.8 **Bulletin Boards and E-Mail** - The Employer shall provide space for a Guild Bulletin Board in the police department lunchroom, which is frequented by all employees within the bargaining unit. The Employer may remove any postings or materials not pertaining to Guild Business from the Guild Bulletin Board as long as the Employer provides the Guild notice of what was removed. The Guild may use Department email for purposes of conducting Guild business with the City (e.g., meeting notifications and requests for representation meetings involving the Employer).

ARTICLE II HOURS OF WORK, OVERTIME, CALLBACK AND STANDBY

- 2.1 **Hours of Work/Work Period** - A Section 7K work period will be used pursuant to FLSA. The FLSA work period for Officers shall be 28 days (160 hours) for employees not assigned to work 12 hours shifts and 24 day (144 hours) for employees assigned to normal 12 hour patrol shifts.
- 2.1.1 **Work Day** - The normal workday for Patrol Officers shall be twelve (12) consecutive hours including breaks and meal periods.
- 2.1.2 **Work Shift** - The normal shift schedules shall provide for a three (3) day on-duty and three (3) day off-duty work cycle
- 2.1.3 **Comp Time** - Patrol Officers shall be credited, each month with eight (8) hours additional compensatory time at the straight-time rate. Employees working a work period other than 24 day (144 hours) are not eligible for the additional comp time. At the election of the employee, the eight (8) hours of compensatory time shall be paid directly into the employee's deferred compensation account (401A).
- 2.1.4 **Work Cycle** - The normal work cycle for patrol shall be a three (3) 12 hour days on-duty and three (3) days off-duty. This work cycle may only be adjusted to an alternative work cycle by mutual agreement of the employee and the employer or by the employer after furnishing 21 calendar days notice to the employee under the following circumstances:
- For an employees' mandatory training where the cycle adjustment only affects the employee attending the training and such adjustment is for a temporary duration;
 - To adjust for annual shift bids to accommodate seniority-based transfers where such adjustments are only for a temporary duration;
 - For the integration of probationary officers into patrol teams where such adjustments only affect probationary officers, and;
 - For special details where the adjustment is only for a temporary duration.

For purpose of this section a "temporary duration" is defined as a period of time no longer than two (2) work cycles. Employer-initiated work cycle adjustments are limited to four (4) shift cycle adjustments per year, per officer. Cycle adjustments may not impact any pre-approved time off.

For purposes of this section, "special details" are defined as pro-active policing assignments outside of normal patrol functions, created to address specific criminal activity in the community. This section shall not displace those assignments which receive overtime funding.

- 2.1.5 **Work Schedule** - Should either party elect to change to a work schedule other than three (3) consecutive twelve (12) hour days on-duty followed by three (3) consecutive twenty-four (24) hour days off-duty, Article IV and Appendix "A" of this Agreement shall be open and subject to negotiation. Notice of intent to elect to change a work schedule shall be provided in writing not less than four (4) weeks prior to the effective date of a proposed schedule revision. Officers not assigned to patrol may work five (5) consecutive days of eight (8) consecutive hours or four (4) consecutive days of ten (10) consecutive hours, or work a nine (9) eighty (80) schedule including breaks and meal periods, as determined by the Chief of Police
- 2.1.6 Officers not assigned to patrol may work five (5) consecutive days of eight (8) consecutive hours or four (4) consecutive days of ten (10) consecutive hours, or work a nine (9) eighty (80) schedule including breaks and meal periods, as determined by the Chief of Police.
- 2.1.7 By mutual agreement between the employee and the Employer, an employee's work schedule may be other than set forth within Section 2.1.2 and/or 2.1.7. Job sharing may be made available, based on employee request and business need. If approved by the Chief or designee, employees on a job share program, if they work over 80 hours per month, will have their medical premiums paid based on current contract language
- 2.1.8 **Shift Assignments**- The policy of bidding for shift assignments on a seniority basis shall be recognized subject to approval of the Chief of Police but only if it is found practical in the administration of the department and in the best interest of the individual members and the Employer. For example, the Chief may adjust schedules in order to incorporate new hires into the Department and provide a mix of experience in the officers assigned to each shift.
- 2.1.9 **New Officer-** For the purposes of shift assignments the definition of a new officer shall be 1 year off of probation. If an officers probation period ends prior to the upcoming year they shall be included in the shift bid process.
- 2.2 **Overtime**- All work performed by an employee, which has been authorized by the Employer, in excess of the work day or work period (as defined in section 2.1) will be paid at one and one-half (1 ½) times the employee's regular straight time hourly rate of pay.
- 2.2.1 Use of sick leave, vacation leave, holiday leave, or compensatory time shall constitute time worked for the purposes of calculating overtime.
- 2.2.2 Overtime- should be authorized by the department supervisor and subsequently approved in writing, except in emergencies.
- 2.2.3 For short term situations, the employer may adjust the start and end time of the employee's normal scheduled shift hours when the employee is given Seven (7) calendar days notice. Requests for employee to adjust start times should be made in order of seniority when practical, leaving the option to adjust to the employee until the least senior employee is left. If all employees decline the

least senior employee may be adjusted. If the employee is not given Seven (7) calendar days' notice, with the exception of changes for Court appearances, then the employee shall be paid overtime for the hours worked outside of his or her normal scheduled shift hours unless the employee chooses to adjust his or her normal scheduled shift hours instead. Any adjustment of the start and end times must fall within the same day as the adjusted schedule. This section only applies to employees who work either a 7 am shift or 3 pm shift. All other shift adjustments must be mutually agreed upon.

2.2.4 When City overtime opportunities arise a supervisor shall send a pager request to all bargaining unit employees and overtime shall be assigned using the Monroe Police Web Based Overtime System in accordance with the Overtime MOU (signed 05/01/2013). If no employee responds to the request for overtime, the employer may assign the overtime using the Monroe Police Web Based Overtime System in accordance with the Overtime MOU (signed 05-01-2013). If no employee responds to the request for overtime after a second page has been sent, an employee on scheduled vacation may work said shift and be paid at his/her overtime rate. If no employee responds to the second page for overtime, the employer may assign the overtime to employees in reverse order of seniority. Reverse order of seniority overtime assignments are exempt for emergent situations, or those involving the need of a specialty position. To be eligible for overtime, the combined shift off the overtime shift should not place the officer over twenty (20) hours of continuous work.

2.3 **Compensatory Time** - In lieu of overtime pay, compensatory time-off may be accrued at the request of the employee. Scheduling of compensatory time-off shall be subject to approval of the employee's supervisor. Compensatory time-off shall be taken at the rate of one and one-half (1-1/2) times the hours worked.

2.3.1 Officers working voluntary overtime on off-duty assignments in which the City of Monroe is reimbursed by outside agencies for their full overtime rate of pay will be taken as pay only. This section does not apply to overtime worked as a result of call outs, agency assists, or emergencies.

2.3.2 Each employee may opt to receive cash reimbursement for any unused compensatory time accrued. The payment of the compensatory time will be dispersed on Fridays, unless it interferes with payroll (which is which is usually the 1st thru the 7th of the month). Requests for occurred compensatory time must be made three (3) business days in advance for payment.

2.3.3 All compensatory time accrued and not used or cleared by cash settlement shall be carried over as accrued compensatory time. Notwithstanding the foregoing, in May and November of each year, the Employer at its sole discretion may buyout an employee's unused accrued compensatory time down to sixty (60) hours.

2.4 **Callback**- Employees ordered to report back to duty after going home after their regular shift, or called on their day off, including time required to be spent in Court, either as a witness or in assistance on another employee's case, shall be guaranteed three (3) hours at one and one-half (1-1/2) times the employee's

regular straight-time rate of pay, either in pay or compensatory time as the employee indicates, subject to approval by the department.

- 2.5 **On-Call Alert** - An off duty employee who is notified that they are on On-Call Alert, (i.e., are required to be available by telephone or pager, and be available to respond to their workstation within thirty (30) minutes after being requested to do so) shall receive On-Call Alert allowance. On-Call Alert shall be authorized only by the Chief or the Chief's designee. When On-Call Alert is ordered, that employee shall receive two (2) hours of compensatory time for every twelve (12) hours of On-Call Alert. If the employee is called into work, they shall be compensated as a normal callout for duty in accordance with Section 2.4. Employees placed on Standby Alert (i.e. are required to equip themselves, remain at home, and be prepared to immediately respond to assembly point) shall be paid for all time they are on Stand-by Alert at \$11 per hour. If the employee is called in to report and remain at the assembly point, they shall be compensated for all time they are assembled at their regular overtime rate of pay.
- 2.6 **Higher Classification**– In the event an employee works in a higher classification than that to which the employee is regularly assigned, the employee shall be paid an additional \$35 per day, provided the employee has worked for a period of not less than one working day (i.e., 5/8, 4/10, 3/12) in the higher classification.
- 2.7 **Shift Trades** – Employees may trade shifts within their normal work period so long as exchange occurs within sixty (60) days. Employees who trade shifts must have their supervisor(s) approval in writing in advance of the trade. Employees who trade shifts must notify their supervisor at least seven (7) calendar days in advance of the trade and receive his/her approval. Shift trades must be voluntary on the part of the employees and occur off the books of the City. An employee who fails to report for duty for an approved trade due to an unexcused absence may be subject to discipline. Shift trades shall be cost neutral and shall not result in overtime compensation.
- 2.8 **Voluntary Transfers from shift to shift**: Employees may transfer shifts providing the shift is cost neutral to the City and agreed to by the Police Chief or designee and both officers in writing. The maximum number of shift transfers for each officer is 2 per calendar year.
- 2.9 **Training** – Employees shall attend departmental meetings and training sessions called by the Chief of Police upon two (2) weeks advance notice unless the employee is excused by the Chief.
- 2.9.1 **Mandatory Training** - For mandatory training employees shall receive one and a half (1½) times their regular rate of pay when an employee's hour's exceed the work day or work period.
- 2.9.2 **Optional Training** – Attendance at optional special training classes, whether conducted at the police station or at other locations, shall be without additional compensation unless time worked exceeds the employee's normal work period (as defined in Section 2) The work cycle may be adjusted to accommodate the employee's attendance at optional training. If optional training is scheduled for

less than the normal work day and the hours in attendance will not match the normal work cycle, the employee will be required to either return to the station and finish their normal work day or use vacation or comp time to offset the difference.

- 2.9.3 **Travel Time** – An employee traveling to mandatory training will be compensated for any time spent in the vehicle from their point of origin (police station or home, whichever is closer to the destination) using the most direct route available. Employees will be paid their normal work time if travel falls within their work day. Officers will be paid overtime for hours worked in excess of the scheduled number of work hours in the employee's normal work schedule, including mandatory department training and meetings, unless the officer is given fourteen (14) days' notice, in which case overtime for hours worked will be paid pursuant to the FLSA overtime threshold. An employee traveling to training will be compensated for any time spent in transit by automobile, bus or motorcycle from his/her point of origin (police station or home, whichever is closest to the destination) using the most direct route available. When traveling by plane, employees will be paid for their time in flight and travel to and from the airport for the duration of flight itinerary excluding normal start times for training or regular scheduled shifts.

ARTICLE III WAGES

- 3.1 The monthly rates of pay for employees covered by this Agreement shall be as set forth in Appendix "A" to this Agreement which by this reference shall be incorporated herein as if set forth in full.
- 3.2 **MPO Program-** This program has been eliminated

ARTICLE IV LEAVES

- 4.1 Vacation/Holiday – Holidays as such shall not be recognized in police service by the Employer.
- 4.2 Employees shall receive vacation and "vacation in lieu of holiday benefits" according to the following schedule:

Years of Continuous Service	Vacation Hours (per year)	Vacation Hours (per month)	Vacation in Lieu of Holidays (Hours)	Vacation in Lieu Overtime (Hours)	Total Hours
1 st – 4 th	104	8.67	88	24	216
5 th – 7 th	136	11.33	88	24	248
8 th – 9 th	144	12.00	88	24	256
10 th – 14 th	152	12.67	88	24	264
15	160	13.33	88	24	272
16	168	14.00	88	24	280
17	176	14.67	88	24	288
18	184	15.33	88	24	296

19	192	16.00	88	24	304
20	200	16.66	88	24	312
21	208	17.33	88	24	320

- 4.2.1 **Vacation Carryover** - An employee may carryover excess vacation up to a maximum of 240 hours. Provided that the maximum vacation an employee may cash out upon termination or retirement shall be two hundred (200) hours. All vacation time in excess of two hundred (200) hours shall be forfeited. When an employee is prevented from utilizing scheduled vacation due the needs of the department or due to the employees' illness or disability, the Chief will approve carryover of accrued leave in an excess of two hundred and forty hours (240) for a period designated by the Chief at his/her discretion.
- 4.2.2 Upon the effective date of termination of an employee's employment, such employee shall thereupon cease to be an employee of the Employer. Such employee shall thereupon be entitled to a sum of money equal to their former compensation for any earned vacation time.
- 4.2.3 Once an employee has given notice of his/her intent to terminate employment with the City, vacation may not be scheduled and/or taken in lieu of working the last two (2) weeks of employment, unless approved by the Chief or designee. The effective date of a termination shall be considered to be the last actual day the employee worked.
- 4.2.4 "Vacation" hours listed in Section 4.2 are to be divided by 12 months and given to employees on the first pay period of each month. All "vacation in lieu of holiday hours" and "vacation in lieu of overtime hours" are to be given to employees at the beginning of the year based on Section 4.2. If vacation hours are not available, the employee must take any time-off as unpaid. Negative balances are not permitted.
- 4.2.5 The City may provide vacation accruals to newly hired employees commensurate with experience at a rate of accrual that is commensurate with the new employees training and experience.
- 4.3 **Sick Leave** – Full-time employees shall accrue sick leave at the rate of eight (8) hours for each calendar month of service.
- 4.3.1 Newly hired employees shall be credited with a bank of ninety-six (96) hours and shall not accumulate any additional sick days until completion of one year of employment.
- 4.3.2 Sick leave may accumulate until claimed and used. Sick leave, which is used by an employee, shall be deducted from their accumulated sick leave time.
- 4.3.3 In the event an employee shall be entitled to benefits or payments under any program of disability insurance furnished by the Employer, Workers' Compensation Act, or other similar legislation of the State of Washington, or any other government unit, the Employer shall pay only the difference between the benefits and payments received under such insurance or act by such employee

and their regular rate of compensation that they would have received from the Employer if able to work. The foregoing payment or contribution by the Employer shall be limited to the period of time that such employee has accumulated sick leave credits as here and above specified.

4.3.4 When a LEOFF II employee is entitled to Workers' Compensation benefits, the employee shall also be provided a wage supplement as per state law and current city policy.

4.3.5 **Cash Payment Upon Termination** - Upon termination from City employment, employees shall be paid a lump sum payment for unused sick leave. Employees hired by the City prior to April 5, 2006 shall be paid on the basis of three (3) hours for every four (4) hours of accumulated but unused leave at the employee's then current pay rate at termination. The maximum number of hours of pay for such employees shall be 700 hours. Employees hired after April 5, 2006 shall be paid based upon two (2) hours for every four (4) hours of accumulated but unused leave at the employee's then current pay rate at termination. The maximum number of hours of pay for such employees shall be eight hundred (800) hours. The maximum amount of sick leave paid that may be included in the final calculation for LEOFF retirement benefits shall be governed by State Law. Employees hired on or after January 1, 2015 shall not be entitled to cash out sick leave if employment ends for any reason other than death, disability, layoff or retirement. Retirement is defined as 15 years of service with the Monroe Police Department or eligible for retirement per LEOFF rules. Employees whose employment ends due to death or disability shall be paid based on two (2) hours for every four (4) hours of accumulated but unused leave at the employee's then current rate of pay. Employees who are laid off or retire (with a hire date after 1/1/2015) shall receive one (1) hour for every four (4) hours of accrued but unused leave at the employee's then current rate of pay. The maximum number of hours of pay for employees in either category shall be eight hundred (800) hours.

4.3.6 Sick leave must first be earned as a result of completed service with the Employer and shall be computed from the employee's first month of employment. The rate of accrual shall be those amounts earned under the applicable ordinance and/or Labor Agreement in effect at the time such benefit was earned. Employees may not take sick leave prior to earning sick leave (negative balances are not permitted). Earned vacation leave may be taken at any time during a period of sickness after expiration of sick leave. If sick leave and vacation leave are not available, the employee must take any time off as unpaid.

4.3.7 Approved grounds for use of sick leave shall be as outlined below or current Washington state law whichever is more favorable to the employee:

- Personal illness or physical incapacity resulting from causes beyond the employee's control;
- Care of a child of the employee under the age of eighteen with a health condition that requires treatment or supervision;
- Forced quarantine of the employee in accordance with State or Community health regulations;
- Any other situation which would qualify the employee for family medical leave under the Family Medical Leave Act (FMLA),

Washington Family Care Statute, or Washington Family Leave under
RCW 49.78 or current city policy.

- 4.3.8 After one full set of continual absence, at the employer's expense, the employee may be required to provide a written report from the employee's doctor verifying the illness or incapacity. If the period of absence claimed as sick leave does not exceed one full set, no doctor's certification shall be required to accompany the request for approval of sick leave time, unless a pattern of sick leave usage above the norm is documented.
- 4.3.9 Donated Sick Leave - Employees may donate their accumulated sick leave time to other employees who have exhausted all of their leave banks due to qualifying sick leave events as established in 4.3.7.as long as the donating employee retains 96 hours of sick leave in their account. Sick leave shall be credited and debited based on the dollar value of the salary of the individual donating the leave and the employee utilizing the leave. Any donated sick leave may not be cashed out by the employee who received the leave. Unused donated sick leave shall be returned to donating employees on proportionate basis (based on the dollar value of the donation). The maximum amount of donated leave for an event shall be 1040 hours.
- 4.3.10 Light Duty - Light duty assignments are assignments of a temporary duration of no more than six consecutive months that do not require the full range of duties. Light duty assignments may be assigned by the Chief or his/her designee subject to the reasonable needs of the department. If available, employees have the option to work light duty assignments or they may continue to draw on applicable leave accounts.
- 4.4 **Bereavement Leave** - If an employee suffers a death in the immediate family, such employee shall be allowed up to three (3) days off with pay. Bereavement leave shall be granted upon approval of the Chief of designee. "Immediate family" shall be defined as spouse, children (step child), parents (step-parents), mother-in-law, father-in-law, siblings (half-brothers/sisters and step brothers/sisters), sister-in-law, brother-in-law, grandparents (includes spouse's grandparent), aunt, uncle, niece, nephew, grandchildren (step grandchildren), or one who was a member of the employee's household at the time of the person's death or at the time of the onset of the person's fatal illness.
- 4.5 **Leave of Absence** - Up to twelve (12) months leave of absence without pay may be granted to an employee upon request; provided however, such leave of absence shall not be used for purposes of seeking other employment. An employee on leave shall not accrue any seniority rights during leave of absence. Such leave shall be subject to the approval of the Chief of Police.
- 4.6 **Family Medical Leave** - Employees shall be eligible for family medical leave in accordance with Federal Law (FMLA). To the extent available, an employee must use accrued paid leave (i.e., sick, vacation, or compensatory time) for family medical leave. During any period of unpaid family medical leave, the Employer shall continue the employee's health insurance benefits on the same basis as

active employees to the maximum extent provided by the FMLA (12 weeks in a rolling calendar year).

- 4.7 **Judicial Leave** - An employee who is required to serve on a jury or as a result of official police duties is required to appear before a Court, Legislative Committee, or quasi-judicial body as a witness in response to a subpoena or other directive, shall be authorized leave with pay. For official police duties, if the employee is not released from appearance by 8pm of the previous day, then said employee will receive their authorized pay according to the collective bargaining agreement (3 hours). When summoned and serving for jury service the Employer may, at its discretion, request that an employee be excused or delayed from jury duty when the employee's absence would adversely affect business needs. The employee is required to report to work at the City following jury selection if not serving as a juror or on days when court is in recess. The employee must complete a Leave of Absence Request form.

ARTICLE V HEALTH AND WELFARE

- 5.1 Health Insurance- The Employer shall pay each month into the following employee benefit plan the amount indicated, on behalf of each regular employee as defined in Section 1.1.1 who was compensated eighty (80) hours or more in the month preceding the month in which the contribution is due.

Benefit Plan.	Employee	Dependents
ASSOCIATION OF WASHINGTON CITIES HIGH DEDUCTIBLE PLAN	100%	100%
Washington Dental Service (AWC Plan F)	100%	100%
Vision Service Plan (AWC \$25 deductible Plan)	100%	100%

In the first full pay period of each year of the contract. The employer shall place into the HSA account for each employee \$2250; for each employee and dependent (spouse or spouse and children) \$4,500.

For employees hired into the Police Guild after the first pay period of the year, the employer will place a prorated amount into a H.S.A account for each based on the employees date of benefits eligibility. The proration will be as follows: For example if the employee is benefits eligible on February 1 the employee would receive 92% of the H.S.A. If the employee becomes benefits eligible on July 1 thru December 1 they would receive 50% of the H.S.A funds.

February 1	92%	July 1	50%
March 1	84%	August 1	50%
April 1	76%	September 1	50%
May 1	68%	October 1	50%
June 1	60%	November 1	50%

		December 1	50%
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- 5.1.1 The employer shall provide stored value cards of some type for employees to use for access to the HSA accounts as allowed by IRS regulation.
- 5.1.2 Opt-Out - Employees are not required to remain on the City sponsored insurance plan. Employees, spouses and dependents are now eligible to be removed from the insurance program. Prior to removal from the insurance program, employees are required to sign a waiver certifying their dependents and the employee have other medical insurance. The employee and dependents are only eligible to rejoin the medical insurance program during the annual open enrollment period. The only exception would be if an eligible dependent loses their (non-City) medical coverage during another part of the year. In this situation, the employee and dependent(s) are eligible to rejoin the City's program on the 1st day of the month following loss of insurance. Employees and their dependents shall never be required to go without insurance benefits, unless at no fault to the city (e.g. dependents coverage terminates on the 15th (fifteenth) of the month and the coverage for the city does not start until the first (1st) of the next month). The insurance premium(s) and H.S.A. funds that would have been paid on the employee's behalf for the employee and eligible dependent(s) will be split with the employee and the City. The City benefits from a 50% cost savings. The employee receives the other 50% cost savings. This incentive will be placed in the employee's 401(k) account on a monthly basis. The incentive is capped at one employee, one spouse and two children. If an employee has already received H.S.A funds for the year, the employee will be allowed to opt-out however, will not receive the 50% cost savings of the insurance and the H.S.A. of the employee portion. If an employee and or dependents return to the insurance plan during the year, a prorated amount will be placed into the employees H.S.A. The funding will be divided by 12 and the number of months remaining in the year will deposited into the employee's H.S.A. (e.g. annual funding is \$4500 Four thousand five hundred dollars. The employee rejoins the plan June 1st the employee will receive \$2250 into the H.S.A.)
- 5.1.3 The City and Guild recognize that 2018 is a trial period for a new healthcare insurance plan. If by majority vote the Guild requests they would like to review other healthcare options for 2019 and 2020. The Guild will notify the City in writing no later than July 15, 2018 of its intent to review other health care options. The City and Guild will work together to review healthcare options of similar benefits and costs for the subsequent years of the contract. The City may offer other healthcare options outside of section 5.1 of this agreement.
- 5.1.4 The employer shall pay 100% medical premiums throughout the life of the contract. If, however, during any one year of the plan, the premium increase is more than 20% but not more than 25% then the employer and employee shall split the amount of premium increase over 20% but less than 25% 50/50. If in any one year of the plan, the premiums increase more than 25% then the parties agree to reopen the contract for negotiations.

Employees who have exhausted their HSA may apply for reimbursement of up to \$500 no more than twice in three years. Reimbursement requests will be

considered on a case by case basis based in need. The employee must provide proof that the HSA funds have been exhausted. The additional \$500 will be provided through regular payroll.

Cadillac Tax reopener: If during the life of the contract or any holdover period required by the collective bargaining statutes, the Employer determines based on estimates of future health care premiums that a tax may be imposed under federal law on the health care benefits paid pursuant to the CBA, the Employer will provide written notice to the Guild. Either party may provide a request to bargain, or the provisions of the contract relating to Health Care benefits shall be open to renegotiation. With the agreement of the parties, the entire economic package may be reviewed. The parties state their intent to work cooperatively and negotiate in good faith avoid the payment of any federal excise tax imposed on high cost health care plans while assuring that the bargaining unit receives the consideration for which it bargained.

- 5.1.5 **Life Insurance** - Effective upon date of signing, the Employer shall contribute the following amount into the AWC Life Insurance Plan (\$50,000) or equivalent life insurance plan. The City will provide at least \$50,000 in life insurance coverage for each full time Guild Member.

ARTICLE VI EQUIPMENT AND UNIFORMS

- 6.1 **Protective Items** – All protective clothing or protective devices required of employees in the performance of their duties shall be furnished by the Employer and shall remain the property of the Employer. Protective devices shall include guns, handcuffs, Ballistic vests, one (1) jump suit, leather goods and other standardized hardware or equipment required for police purposes. Protective devices shall be recommended by the Uniform Committee and the Chief of Police or his/her designee.
- 6.2 **Quarter Master Program** – Quartermaster: As of December 31, 2008 the City of Monroe and the Monroe Police Officers' Guild agreed to discontinue a payment of the three hundred (300) dollar for the Quartermaster program. Detectives who are not currently receiving additional fifty dollars (\$50) monthly pay for clothing allowance are exempt from relinquishing their \$300 Quartermaster.

As of January 1, 2009, the City of Monroe agrees to allow Monroe Police Officers to wear department uniform "jumpsuits" at the officers' discretion during all work shifts (class A uniform required for court and funerals). Special events may be dictated by order of the chief.

Beginning January 1, 2009, all required and optional uniforms shall be replaced by the City of Monroe upon written approval by the Chief or designee. Officers shall submit any uniform or equipment item, which is no longer serviceable, for inspection to the Operations Commander, along with a purchase request for replacement. If approved, the Commander shall sign the purchase request. The original purchase request will be forwarded to administrative support and a

copy shall be delivered to the supply outlet for the officer when they replace the item. The copy of the purchase request will identify to the supply outlet that billing for the item will be sent to the police department. Any disagreement regarding replacement of a uniform or equipment item shall be forwarded to the Chief for final decision. Reference for this section relating to optional and required uniforms shall be Monroe Police Bulletin GEN0049 as of January 1, 2009. Changes to optional and required uniforms in GEN0049 after this date will be subject to negotiation.

It is noted that as part of this agreement, patrol shorts will no longer be authorized for duty patrol wear except by approval of the Chief or designee. Patrol shorts shall still be authorized for bicycle patrol and special events such as fair traffic control.

- 6.2.1 Refer to bulletin GEN0049 (for approved optional equipment). If for any reason any employee does not complete the year of employment in which the \$300 optional equipment allowance is paid, the pro-rata monthly equipment allowance for months not worked shall be deducted from the employee's final check. If an employee's hire date is other than January 01, the first year's equipment allowance shall be prorated for those months not worked that first year.
- 6.2.2 Boot Allowance shall be \$225
- 6.2.3 Uniforms worn by officers and clothing worn in the line of duty by Plain Clothes Officers shall be cleaned at the expense of the Employer at a vendor chosen by the Employer. This shall be limited to four (4) items of clothing per calendar week, unless prior approval obtained from Command Staff.
- 6.2.4 Upon retirement, medical disability retirement, or other termination deemed appropriate by the Chief of Police, the employee shall be allowed to retain one complete summer and winter uniform including jackets and a jumpsuit. All other Employer issued equipment shall be returned to the Employer.
- 6.3 **Uniforms and Equipment Items** - It shall be the Employer's responsibility to provide for each new Police Officer hired after January 1, 2009 with the following:

- One class A pant
- One class A shirt
- One pair class A shoes
- One eight point hat
- Two class B uniform pants 5.11(navy)
- Two class B short sleeve 5.11 shirts (navy)
- one class B long sleeve 5.11 shirt (navy)
- One patrol jacket
- One uniform jump suit (bratware or pigskin)
- one ball cap
- One pair of patrol boots
- one ballistic vest

One handgun or duty weapon as required by
SOP One complete set of badges and brass
One nameplate
5.11 and jumpsuit uniform shall be embroidered with name and department
patches.

One set of Class A Leather consisting of the
following: One key holder
One patrol belt and one pant belt
One ammo pouch and three magazines one
handcuff and carrying case
One leather holster as required by SOP
One radio holder

The officer shall have the option of receiving department issued nylon duty gear
consisting of Bianchi Accumold or K&W. If the officer chooses to wear leather
gear as their duty gear the following items shall be issued in leather and the
officer will forfeit the purchase of patrol nylon.

One additional handcuff and carrying case one
flashlight and holder
One ASP impact weapon and holder one
OC spray and holder

If the officer chooses patrol nylon gear for duty-wear the following nylon
equipment items shall be issued in addition to the basic class A leather.

One key holder
One patrol belt and one pant belt one
ammo pouch
One additional handcuff and two carrying cases one
flashlight and holder
One ASP impact weapon and holder one
nylon holster as required by SOP One OC
spray holder
One radio holder

The officer may choose to wear an Oregon City Carrier (external vest carrier). In
2018 the Department will allow a maximum of 5 vest carriers to be purchased by
the department. In successive years of the contract the purchase of additional vest
carriers will be subject to the budgeting process.

- 6.3.1 Uniforms worn by officers and clothing worn in the line of duty by Plain Clothes
Officers shall be cleaned at the expense of the Employer at a vendor chosen by
the Employer. This shall be limited to four (4) items of clothing per calendar
week, unless prior approval obtained from Command Staff.

- 6.3.2 Upon retirement, medical disability retirement, or other termination deemed appropriate by the Chief of Police, the employee shall be allowed to retain one complete summer and winter uniform including jackets and a jumpsuit. All other Employer issued equipment shall be returned to the Employer.

ARTICLE VII **POLICE OFFICERS BILL OF RIGHTS**

- 7.1 All employees shall be entitled to the protection of what shall hereafter be termed as the "Police Officer's Bill of Rights" which shall be added to the present operating procedures of the Monroe Police Department. Questions often require immediate investigations by supervisory personnel designated by the Chief of the Monroe Police Department. In an effort to insure that these investigations are conducted in a manner that is conducive to good order and discipline, the following guidelines are promulgated. The Police Officers' Bill of Rights shall apply to all internal investigations conducted by or on behalf of Monroe Police Department. Its provisions shall not be applicable to any third-party criminal investigation conducted by an independent outside agency such as the Federal Bureau of Investigation, U.S. Justice Department, or Washington State Patrol.
- 7.1.1 The employee shall be informed in writing of the nature of the investigation and whether he or she is a witness or a suspect before any interrogation commences. Such information shall also include the name of the complainant, and/or supervisor, the address or location of the incident and other information necessary to apprise the employee of the allegation(s) against them.
- 7.1.2 Any interrogation of an employee shall be at a reasonable hour, preferably when the employee is on duty unless the exigencies of the investigations dictate otherwise. When practical, interrogations shall be scheduled for the daytime.
- 7.1.3 The interrogation shall not violate the individual's constitutional rights, which are afforded any citizen, regardless of occupational position and shall take place at the Monroe Police Department facility, except when impractical. The employee shall be afforded an opportunity and facilities to contact and consult privately with an attorney of the employee's own choosing and/or a representative of the Guild before being interrogated. An attorney of the employee's own choosing and/or a representative of the Guild may be present during the interrogations, but may not participate in the interrogation except to counsel the employee.
- 7.1.4 The questioning shall not be overly long and the employee shall be entitled to such reasonable intermissions as they shall request for personal necessities, meals, telephone calls and rest periods.
- 7.1.5 The employee shall not be subjected to any offensive language, nor shall they be threatened with dismissal, transfer or other disciplinary punishment as a guise to attempt to obtain their resignation, nor shall they be intimidated in any other manner. No promises or rewards shall be made as an inducement to answer questions.
- 7.1.6 No employee may be required to take or be subjected to any lie detector or similar test as a condition of continued employment.

- 8.1 **Education Reimbursement:** Employees wishing to pursue higher education (i.e., AA, BA, BS, MA, etc.) may apply for education assistance. Approval must be obtained prior to commencement of each course per semester. Generally, approval for reimbursement of education expenses requires that the course be directly related to the employee's present position or to a career path that reasonably relates to similar types of positions or bargaining unit work. Initial approval of a course does not obligate the City to future/continued approval of courses in that field of study.
- 8.1.1 If a requested class is available only during regularly scheduled work hours, the employee must submit a written request to their immediate supervisor and the department director explaining the circumstances. Prior approval will be needed before registering or attending such a class. If approved, the time away from work must be made up during the same workweek; otherwise it will be deducted from the employee's annual vacation leave, if available, or will be unpaid.
- 8.1.2 Education reimbursement shall be provided following proof of attainment of the required credits. Upon satisfactory completion of each class in an approved field of study, the Employer shall reimburse the employee the cost of tuition for that term. Qualified expense items are tuition, lab fees, and textbooks. Items that do not qualify are student body fees, supplies, computer software, tutorials, entrance exams (e.g., GRE, GMAT, etc.), application fees, and other expenses not associated with taking a specific course/line of study. Education reimbursement is limited to five thousand dollars (\$5,000.00) per calendar year per employee.
- 8.1.3 If an employee chooses to leave city employment prior to the completion of an approved course of study, the employee will no longer be eligible for education reimbursement for those classes not yet completed. Textbooks purchased by the City will become city property upon employee's completion of approved course, however, can be kept at employee's desk as reference until termination.
- 8.2 **Personnel Manual** - The City of Monroe personnel policies and procedures shall apply to employees in the bargaining unit. Where there is a conflict between such policies and procedures and this Agreement, this Agreement shall govern. Any changes in policies and procedures applicable to employees in the bargaining unit which are mandatory subjects of bargaining shall be negotiated between the Employer and the Guild. The Employer shall furnish the Guild and each employee in the bargaining unit a copy of the Employer's policies and procedures.
- 8.3 **No-Strikes** - Nothing contained in this Agreement shall permit or be construed to grant any employee or group of employees the right to strike or refuse to perform their prescribed duties. Violation of this Section may result in disciplinary action. Nothing contained within this Agreement shall be construed to prohibit political activity of individual members of the Guild as prescribed in RCW 41.06.250.
- 8.4 **Animal Control** - Law Enforcement Officers shall not be responsible for Humane Society control measure of a non-emergent nature.
- 8.5 **Management Rights** - Any and all rights concerned with the management and operation of the bargaining unit employment covered by this Agreement are exclusively that of the Employer unless otherwise provided by the terms of this

Agreement. The right to hire, promote, discipline or discharge for just cause, improve efficiency, determine the work schedules and locations of department headquarters are examples of management prerogatives. The Employer shall retain its right to manage and operate its departments except as may be limited by the express provision of this Agreement. This Agreement shall not limit the right of the Employer to contract for services. In addition, the City may take any and all actions as may be necessary to carry out the mission of the City in situations of civil emergency as may be declared by the Mayor or City Administrator; provided, that no right enumerated herein shall be exercised or enforced in a manner contrary to or inconsistent with the provisions of the Agreement.

- 8.6 **Layoff** - In a given class in a department, the following shall be the order of layoff:
Provisional appointees;
Temporary or intermittent employees not earning service credit;
Probationers (except as their layoff may be affected by military service during probation);
Regular employees in the order of their overall length of service with the police department, the one with the least service being laid off first.
- 8.6.1 **Layoff Out of Order** - The Commission may grant permission for layoff out of the regular order, upon showing by the Chief or designee of a necessity, therefore, in the interest of efficient operation of the department, after giving any employee or employees affected an opportunity to be heard.
- 8.6.2 **Recall** - In the case of recall, those employees with the longest length of continuous service in the classification affected shall be recalled first. If, during a layoff, an employee's Washington State Police Officer certification lapses that employee shall be recalled and provided with an opportunity to obtain recertification as required by the State, unless during the time of the layoff the employee has committed an act that has prohibited them from carrying a firearm. An employee on layoff must keep both the Employer and the Guild informed of the address and telephone number where the employee can be contacted. When the Employer is unable to contact an employee for recall from layoff, the Guild shall be so notified. If neither the Guild nor the Employer are able to contact the employee within five (5) business days from the time the Guild is notified, the Employer's obligation to recall the employee shall cease. The Employer shall have no obligation to recall an employee after the employee has been on continuous layoff for a period of two (2) years. Also, if an employee does not return to work when recalled, the Employer shall have no further obligation to recall the employee.

ARTICLE IX DISCIPLINE

- 9.1 The Employer shall not discharge nor suspend any employee without just cause and without having previously issued a written reprimand to the employee affected; however, theft, gross insubordination and intoxication while on duty and other issues of parallel magnitude may result in suspension or immediate discharge without a written reprimand.
- 9.2 Disciplinary action shall be based on the seriousness of the situation and the relevant circumstances. Discipline less than termination will include, but is not limited to, a written reprimand or documented verbal reprimand, or suspension

without pay. Verbal counseling and performance appraisals shall not be considered disciplinary action.

- 9.3 Serious disciplinary actions such as suspensions and demotions shall remain the employee's file for a period of three (3) years; disciplinary action consisting of written reprimands or documented verbal reprimands shall remain in the employee's file for a period of two (2) years and given appropriate weight in subsequent personnel actions, which are appealable through the grievance procedure. The weight given by an arbitrator hearing an appeal shall take into consideration the severity of the incident(s) and whether there are any recurring incidents of a similar nature, including the length of time since the last incident occurred.
- 9.4 A disciplinary notice shall set forth the complaint against the employee and shall be presented to the employee with a copy forwarded to the Guild.
- 9.5 Within twenty-one (21) calendar days after the employer's discovery of an occurrence that may be grounds for discipline, the employer shall notify the employee in writing, with a copy to the Guild, of the intent to investigate the matter. Disciplinary action (documented verbal reprimand, written reprimand, suspension, demotions or discharge) to be considered valid, must be issued within forty-five (45) calendar days after the notice of intent to investigate is issued to the employee and the Guild. Extensions of the forty-five (45) calendar days shall be granted upon mutual signature between the Guild and the City.
- 9.6 All items placed in an employee's personnel file shall bear the employee's signature or, if the employee refuses to sign, a signature from the guild president confirming receipt by the employee. Any documents in the employee's personnel file that do not have the employee's or guild president's signature shall be deemed to possess no merit. Employees shall have the opportunity to put a written response to discipline in their file.
- 9.7 **AVL DATA** - The employer has or will implement Auto Vehicle Locator (AVL) technology in its vehicles, which are operated by bargaining unit employees. The City agrees that it will not review AVL data solely to generate any complaints against bargaining unit employees. AVL data may be used as evidence to support allegations of misconduct made against a member by a known complainant or other investigations of employees where the use of such evidence is based upon reasonable suspicion. AVL data reviewed for the purposes of determining misconduct shall be limited to the incident in question. The Guild agrees that in general, the AVL technology is valid for purposes of admissibility in a grievance hearing; however, the Guild may challenge the reliability of the AVL evidence in specific instances. AVL data shall not be used to monitor or evaluate a bargaining unit employee's performance without having first received a substantiated poor performance evaluation requiring a work improvement plan. AVL data, which is relevant to the areas identified as needing improvement may be used while the employee is on a work improvement plan. If AVL data is relevant to an investigation, prior to any interview of the accused, the data shall be provided to the employee and his/her representative. The employee

shall be provided with a minimum of 24 hours of time to review the data prior to commencing the interview.

ARTICLE X GRIEVANCE PROCEDURE

- 10.1 A grievance shall be defined as an issue raised relating to the interpretation, application or claim of violation of any express terms or provisions of this Agreement. A grievance shall be filed at the lowest level of supervision where the supervisor can resolve the grievance, however, where practical, the employee will notify their first level supervisor of the filing of any grievance. The employer shall provide a response to the employee at each level within the timelines specified. It will be the employee's responsibility to inform the appropriate level of supervision to move the grievance to the next step of the process after being advised of a response from the employer. If the employer fails to provide a response to the grievance within the timelines specified, the grievance will advance to the next step. If the employee fails to advance the grievance within fifteen (15) calendar days of being notified of the employer's response then the employee's grievance will be dismissed.
- 10.1.1 **STEP 1** - An employee and/or the Guild, within fifteen (15) calendar days from knowledge of the occurrence of an alleged grievance may bring said grievance to the attention of the Supervisor (Sergeant). The Supervisor (Sergeant) shall make every effort to resolve the alleged grievance within fifteen (15) calendar days.
- 10.1.2 **STEP 2** - Should the Supervisor (Sergeant) fail to resolve the alleged grievance within fifteen (15) calendar days, then the matter shall be referred to the Commander, who shall have an additional fifteen (15) calendar days to resolve the alleged grievance.
- 10.1.3 **STEP 3** - Should the Commander fail to resolve the alleged grievance within ten fifteen (15) calendar, then the matter shall be referred to the Police Chief, who shall have an additional fifteen (15) calendar days to resolve the alleged grievance.
- 10.1.4 **STEP 4** - The Police Chief shall make every effort to resolve the alleged grievance with fifteen (15) calendar days. Should the Police Chief fail to resolve the alleged grievance within fifteen (15) calendar days then the matter shall be referred to the Mayor, who shall have an additional fifteen (15) calendar days to resolve the alleged grievance. Should the Police Chief and the Mayor fail to resolve the matter, then the Guild shall have the right to submit a demand for arbitration to the Employer. A demand for arbitration must be made by the Guild within thirty (30) calendar days from written notification from the Mayor to submit the grievance to an arbitrator for review.
- 10.1.5 **STEP 5** - The Employer and the Guild shall immediately upon the demand for arbitration, select an arbitrator to hear the dispute. If the Employer and the Guild are unable to agree upon an arbitrator within fifteen (15) calendar days after receipt by the Employer for such demand for arbitration, the Guild may request a list of seven (7) arbitrators from the Federal Mediation and Conciliation Service (FMCS). After receipt of same, the parties involved shall either select the

- arbitrator or have FMCS select the arbitrator. The arbitrator hearing the grievance shall render a decision, which shall be final and binding on the parties.
- 10.1.6 Calendar days include holidays, the day of notification does not count in the computation of time.
- 10.1.7 The above timeframes may be extended by mutual agreement of the Employer and the Guild.
- 10.1.8 The expense of the arbitrator, the cost of any hearing room and the cost of a court reporter, unless such are paid by the State of Washington, shall be borne equally by the employer and the Guild. In resolving such matters, each party shall bear their costs of representation, including any attorney fees.
- 10.1.9 Claims of unlawful discrimination shall be pursued privately through State and Federal Administrative agencies or through the courts and are not subject to the grievance procedure.

ARTICLE XI SEPARABILITY AND SAVINGS

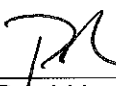
- 11.1 If any provision of this Agreement should be held invalid by operation of Law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by such tribunal, the remainder of this Agreement shall not be affected thereby and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such provision.

ARTICLE XII DURATION

- 12.1 This Agreement shall be effective January 1, 2018 and shall remain in full force and effect through December 31, 2020, and shall remain in effect during the course of negotiations on a successor Labor Agreement.

GUILD

By

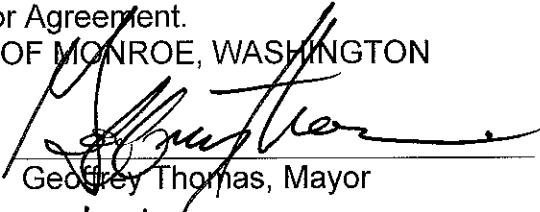

Paul Henderson, Guild

Date

2-01-2018

CITY OF MONROE, WASHINGTON

By


Geoffrey Thomas, Mayor

Date

1/31/18

AGREEMENT
by and between
CITY OF MONROE, WASHINGTON
and
MONROE POLICE OFFICERS GUILD
(Representing the Law Enforcement Officers)
January 1, 2018 through December 31, 2020

THIS APPENDIX is supplemental to the AGREEMENT by and between the CITY OF MONROE, WASHINGTON, hereinafter referred to as the Employer, and MONROE POLICE OFFICERS GUILD, hereinafter referred to as the Guild.

A.1 Effective January 1, 2018

Police Recruit	Recruit I			Recruit II	
	<u>Waiting for Academy</u>			<u>In the Academy</u>	
	\$5581			\$5706	
Police Officer	STEP A	STEP B	STEP C	STEP D	STEP E
	<u>00-12m</u>	<u>13-24m</u>	<u>25-36m</u>	<u>37-48m</u>	<u>49-60m</u>
	\$5995	\$6293	\$6607	\$6939	\$7285

Effective January 1, 2019, the rates of pay which were in effect as of January 1, 2018, shall be increased by one hundred percent (100%) of that percentage increase in the "All Urban Consumers Index" (1967=100) for the Seattle-Tacoma Area for that period from June 2017 to June 2018, as is supplied by the Bureau of Labor Statistics, United States Department of Labor. Such increase shall be three percent (3%).

Effective January 1, 2020, the rates of pay which were in effect as of January 1, 2019, shall be increased by one hundred percent (100%) of that percentage increase in the "All Urban Consumers Index" (1967=100) for the Seattle-Tacoma Area for that period from June 2018 to June 2019, as is supplied by the Bureau of Labor Statistics, United States Department of Labor. Such increase shall be three percent (3%).

- A.1.1 STEPS A to B, B to C, C to D, and D to E are annual STEP increases effective each twelve (12) month period from the employee's anniversary date of hire.
- A.1.2 The City may pay newly hired employees with previous experience at a rate of pay higher than Step A of the wage scale, but not greater than Step C.
- A.1.3 Specialty Pay are staff appointments only and require specific applicable training/certification. Specialty Pay applies only when assigned and for the time while serving in a recognized specialty.
Officers can stack one specialty. Officers who are grandfathered into the MPO will receive the higher of the grandfathered MPO or one (1) stacked specialty.

K9	3%	Range Master	3%
Detective	3%	Stress Voice Analyst	3%
SWAT	3%	Motor Officer	3%
Drug Recognition Expert	3%	Accident Reconstructionist	3%
Pro Act	3%	Defensive Tactics Instructor	3%
Foreign Language*			
SRO	4% while serving in that assignment		
FTO	\$35 per day while training a recruit.		

*Foreign Language Specialty Pay – Effective January 1, 2018, employees who are fluent in a foreign language and who use such skills to provide the Employer with verbal and written translation shall earn Specialty Pay equal to three percent (3%) of their base wage for all hours compensated. The Employer will determine the foreign languages needed based on the needs of the City, and the appointments for this specialty will be made by the Police Chief. Each year in January, the City shall provide to the Guild a copy of the list of employees receiving such Specialty Pay.

- A.1.4 An employee who has earned a degree in a field of study including police administration, political science, sociology, psychology, law, business administration, education, criminology or other fields of study approved by the Employer shall receive additional compensation as follows:

Degree:	Monthly Amount:
AA	2.5%
BA/BS	5.0%
MA	7%

- A.1.5 Upon completion of the required time of service, employees shall be entitled to Longevity Pay as per the following schedule. Longevity shall be based on the employee's date of hire on full-time service, to become effective with the beginning of the pay period following completion of the required service time.

Years of Employment:	Monthly Amount:
5	1%
10	2%
15	3%
20	4%

- A.1.6 The Employer will pay 100% of the cost for the AWC Option 3 Long Term Disability Plan (or equivalent) for each employee.


- A.1.7 Effective January 1, 2018, the Employer will match three percent (3%) into a

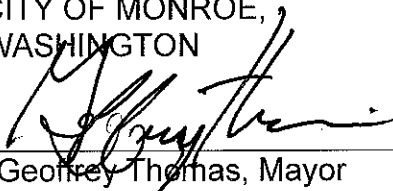
Deferred Compensation Plan (ICMA, DCP DRS or equivalent) for each employee.

Benefit Plan:	Monthly %:
Deferred Comp (ICMA) – City “match” employee contribution up to agreed upon percentage	2018: 3%

GUILD

CITY OF MONROE,
WASHINGTON

By 
Paul Henderson, Guild

By 
Geoffrey Thomas, Mayor

Date 2-01-2018

Date 1/31/18